

OC&S TOWN HALL MEETING

BRAC UPDATE 2007



BG REBECCA HALSTEAD
Chief of Ordnance



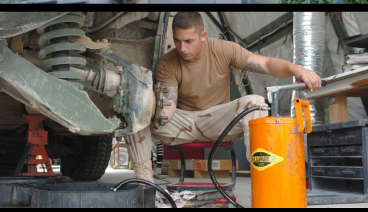
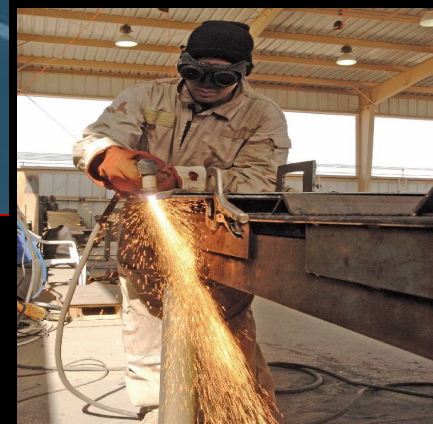
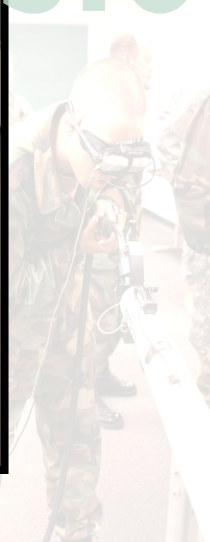
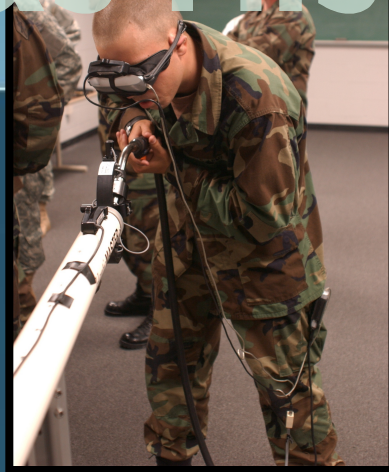
Sep 07



A G E N D A

- Opening Remarks / “ROE” - **CG**
- SCOE Update – **Mr. Bill Moore, CASCOM**
- Civilian Personnel Update – **Mr. Walt Dane,**
CASCOM
- Closing Thoughts - **CG**
- Panel Q & A - **All**

OC&S MISSION



- ✓ Train and support the Army's Ordnance leaders, soldiers, and civilians.
- ✓ Develop the future full spectrum maintenance, munitions, and EOD force from field through depot operations for joint and combined environment.

Chief of Ordnance

Priorities

- ★ **Safety**

- ★ **BRAC**

- ★ **Transforming the Training**

Environment

- ★ **Shaping our Core Competencies**

- ★ **Direct Support to the Operational**

Army



Key Challenges



- **18 Month construction duration**
- **Funding early in the FY (especially FY08, 10)**
- **Personnel Impact**
- **Synchronizing all the moving parts**
- **Movement planner**
- **Change is good -> use BRAC to exploit success. . . 21st Century Training environment**





Yesterday



Today



Tomorrow . . .



Figure 3.4.1:

Comprehensive Site Plan

CASCOM



SCoE

Commander

Special Staff

CSM

Dep to Cdr

Chief of Staff

**DCG RC
Mob & Tng**

**Training Dev
& Integration**

DQA/L2

**Knowledge
Management**

**Civ Prop
Ofc**

DCG/Cmdt

DCG/Cmdt

DCG/Cmdt

SSI Cdr

**Army Logistics
University**

**Ordnance
School**

**Deputy
Senior MSN
Commander**

**Quartermaster
School**

**Capabilities
Dev &
Integration**

**Transportation
School**

**Adjutant
General
School**

**Financial
Management
School**

**Recruiting
& Retention
School**

**School of
Music**

NCOA

**Logistics
Leadership
College**

**Army
Logistics
Mgt College**

**Technical
Logistics
College**

**Logistics
NCOA**

Student Bn

**CGSC- ILE
Satellite**

**Training
Departments**

Proponency

OD

Museum

AIT Brigade

OEMTD, Gordon

94M/94S, Sill

EOD, Eglin AFB

**Warrior
Tng
(TA 27)**

**Training
Departments**

Proponency

QM

Museum

**Army
Women's
Museum**

AIT Brigade

**Joint Culinary
Institute**

**Sustainment
Integration**

**Force
Development**

**Concepts &
Doctrine**

**Materiel
Systems
Enterprise
Systems**

DPMO

**TCM-Sustain
C2**

TCM-Trans

**Sustainment
Battle Lab**

**Training
Departments**

Proponency

TC Museum

**Joint CoE for
Trans Mgt
Training**

Original MOS Producing Schools

Center Level Functions



United States Army Combined Arms Support Command

Town Hall Meeting

Mr. William Moore, SES
Deputy to the Commanding General,
U.S. Army Combined Arms Support Command

*Supporting a Campaign Quality Army with Joint and
Expeditionary Log Capabilities*

The CASCOT Leadership Team



MG Mitchell Stevenson
Commanding General
Combined Arms Support
Command



BG(P) Chambers
Commandant
Transportation
Center and School



Mr. Moore
Deputy to CG
CASCOT



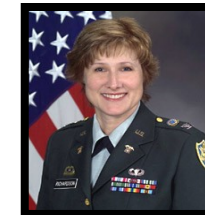
CSM Aubain
Command Sergeant
Major
CASCOT



COL(P) Trombetta
Deputy CG,
Mobilization &
Training
CASCOT



BG Halstead
Commandant
Ordnance Center
and Schools



COL Richardson
Commandant
Army Logistics
Management College



BG Bellini
Commandant
Quartermaster
Center and School



COL Walker
Commandant
Soldier Support
Institute

CASCOM Mission and Vision

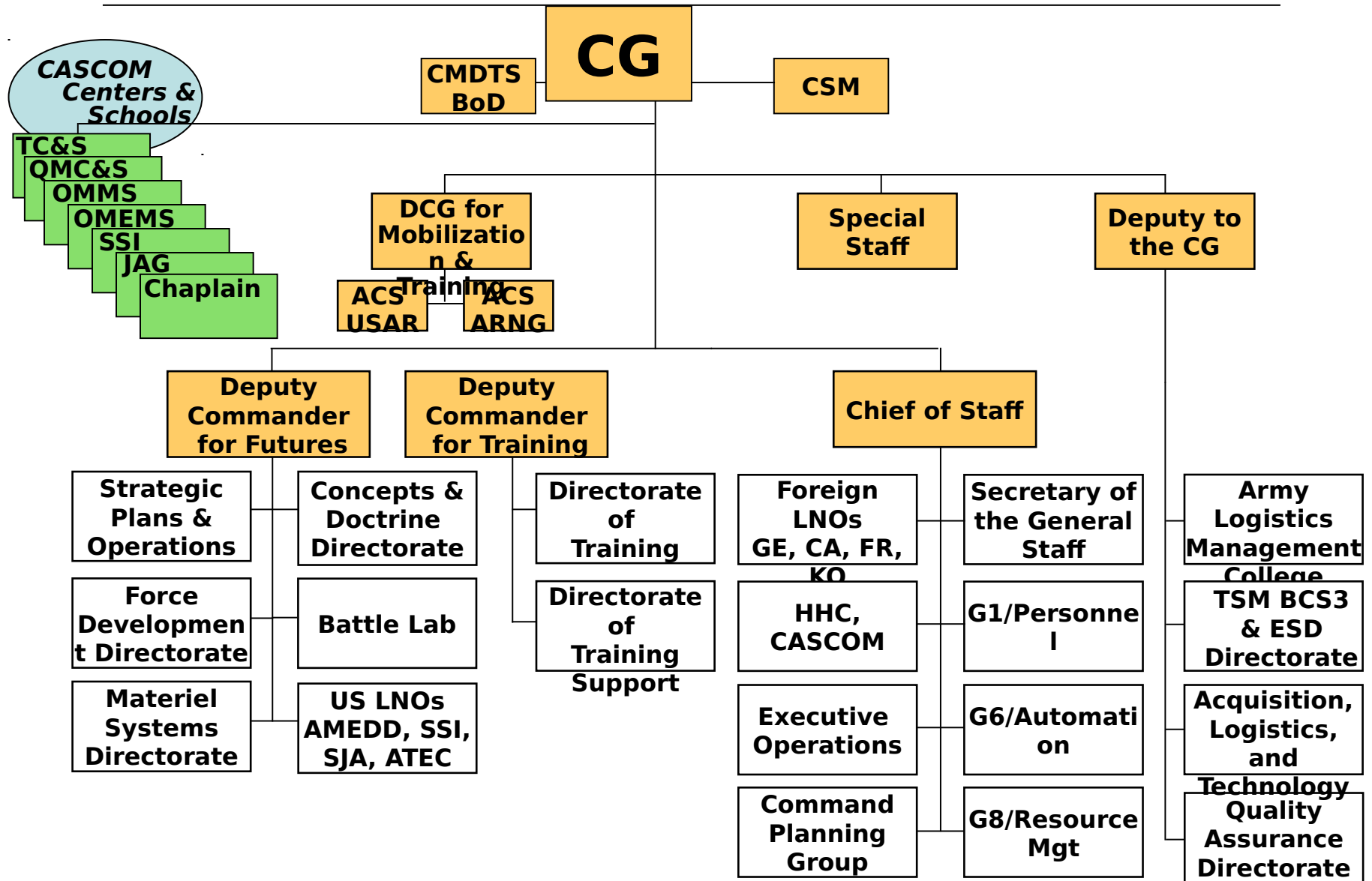
MISSION

CASCOM provides Training and Leader Development, and develops concepts, doctrine, organizations, life-long learning, and materiel solutions, to provide the Combat Service Support to sustain a campaign quality Army with joint and expeditionary capabilities.

VISION

Support Starts Here! CASCOM is a world-class training and combat development organization transforming into a Sustainment Center of Excellence, shaping the Army's Combat Service Support capabilities to meet the needs of a Nation at war, while anticipating solutions to tomorrow's requirements.

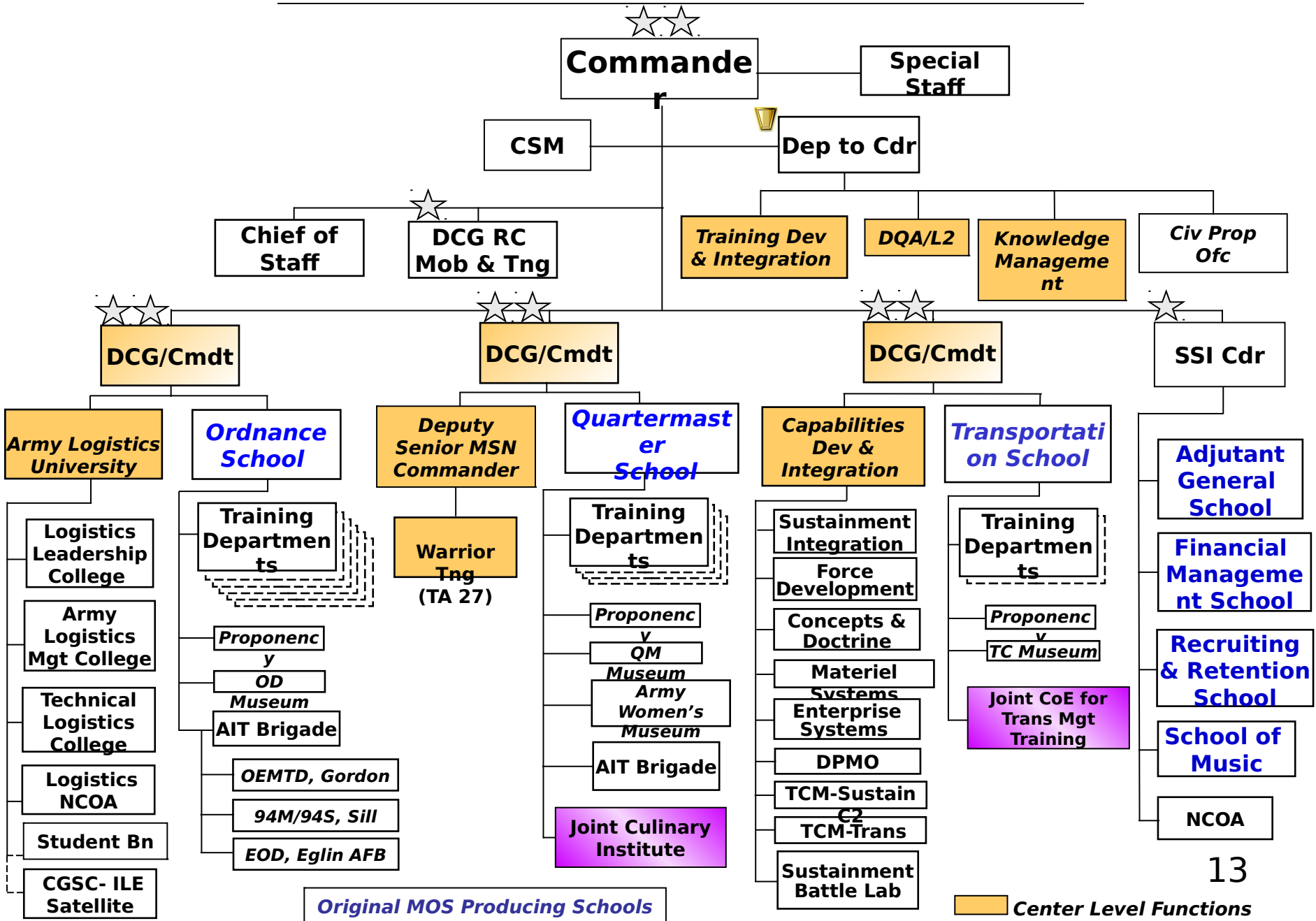
CASCOM Today



CASCOM



SCoE



Creating the SCoE

Mission

- Relocate the Ordnance Center and Schools from APG, MD and RSA, AL.
- Relocate the TC School (-) from Fort Eustis, VA.
- Integrate relocating schools with the QM Center and School, the Army Logistics Management College, and CASCOT to establish the Sustainment Center of Excellence.



How the SCOE is Consolidating

CURRENT

FUTURE

X



4 Brigades

II



10 Battalions



4 NCOAs



17 Training Depts



4 Warrior Tng Areas

X



2 Brigades

II



7 Battalions



1 NCOA



12 Training Depts

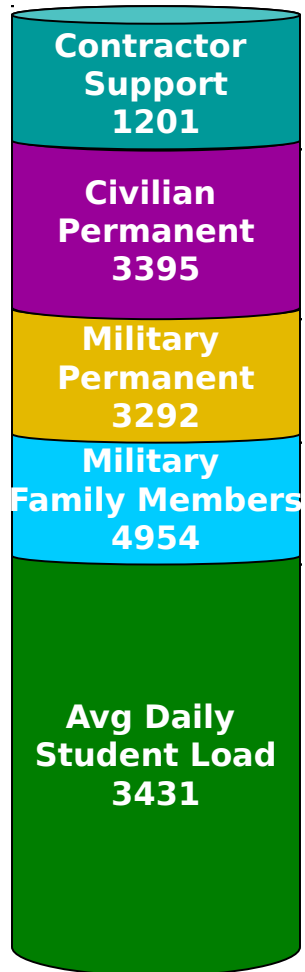


FT LEE, VA

1 Warrior Tng Area

Population Impacts

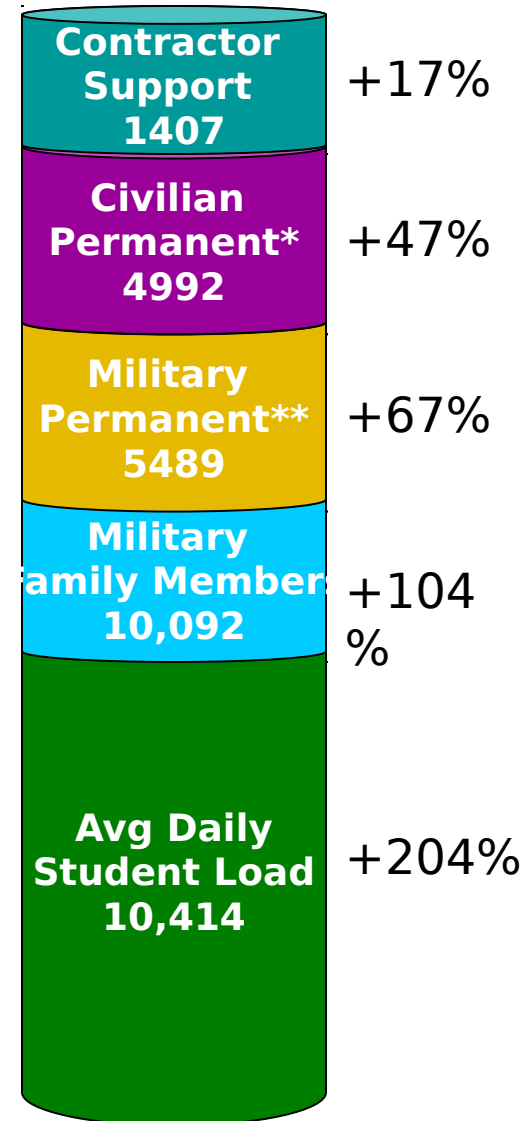
Fort Lee 2011
32,394



Fort Lee 2005
16,273

Population estimates as of 14 Aug 07

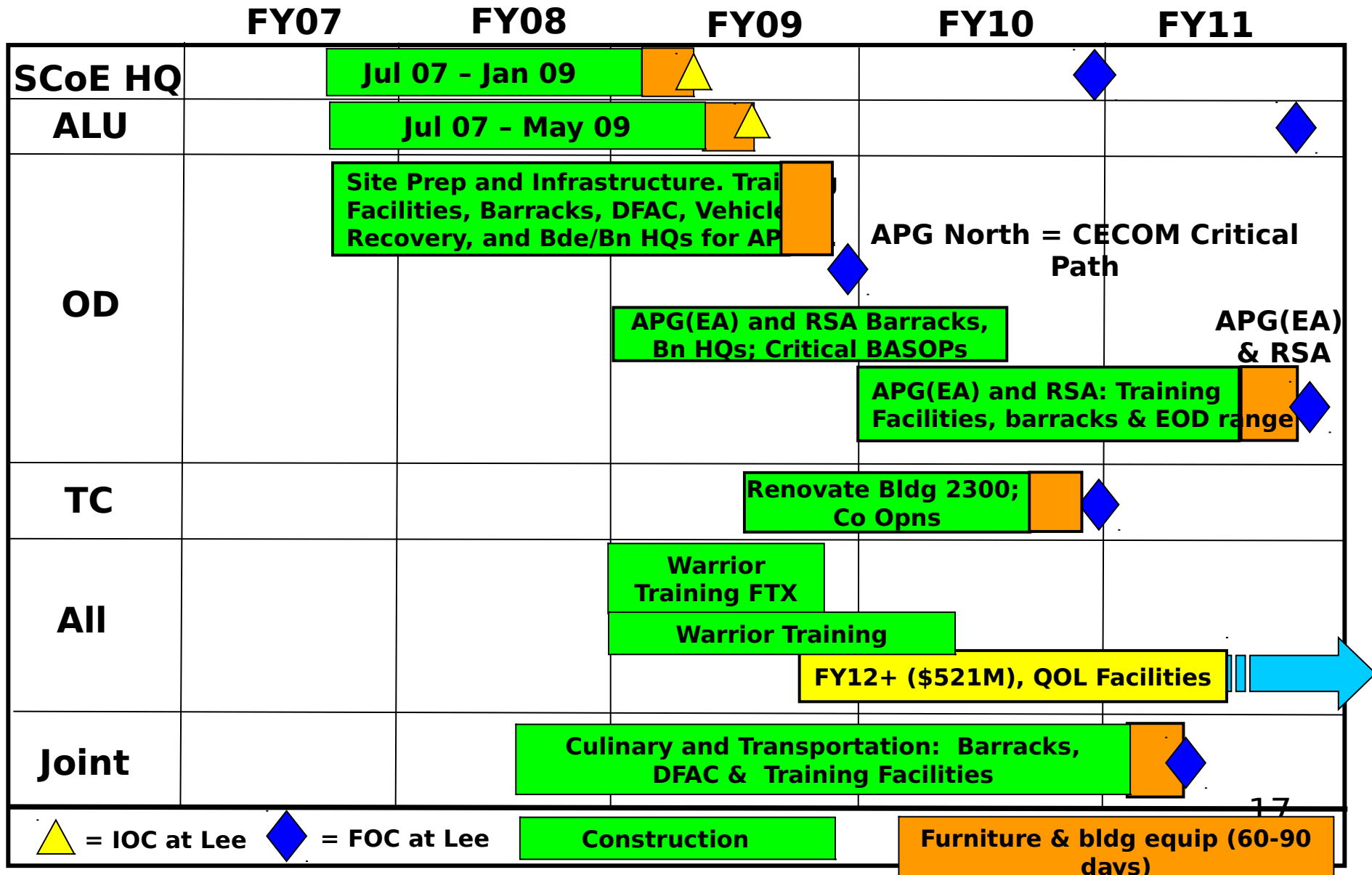
**OUR DAILY
POPULATION WILL
BE 99%
GREATER**



*Includes required BASOPS staffing growth

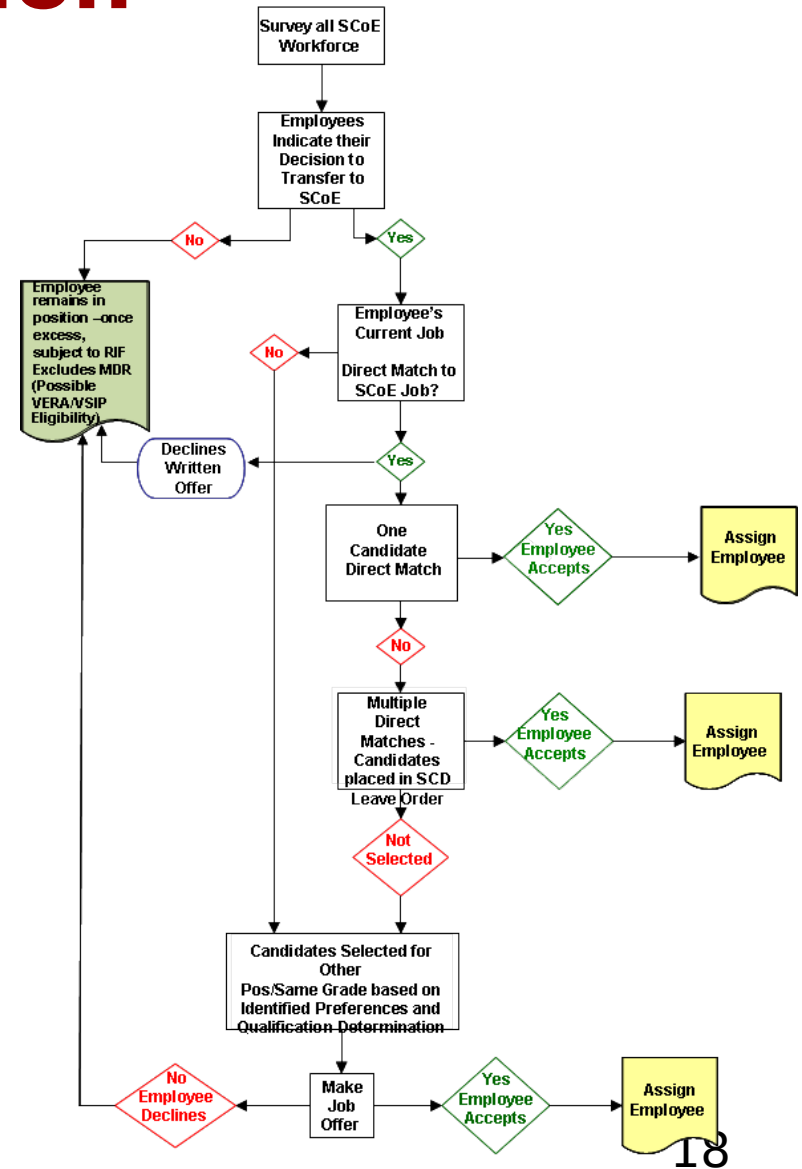
**Includes growth other than BRAC

Construction Schedule



Civilian BRAC Personnel Transition

- **Guiding Principle: Taking care of our Civilian workforce while sustaining the mission and being fair.**
- **Process guarantees a job at equal pay to everyone who decides to accept**
- **Employees at Ft Lee compete with employees from APG, RSA, Eustis at the same time to level playing field**
- **We expect to make offers early next calendar year**
- **Process will get “Right People” into “Right Jobs” for mission success, while being fair**
- **We are exploring ways to incentivize employees to move**



Training Migration to Fort Lee

Specialties

(Less ASI & Functional Courses)

@ 16% of the TRADOC Training Mission

APG, MD

AIT - 44B, 44E, 45B, 45G, 45K, 52C, 52D, 63J

BNCOC/ANCOC - 44E, 45K, 52C, 52D, 63B, 63D, 63H

WOBC/WOAC - 913A, 914A, 915A, 915E

BOLC- 89E, 91A

RSA, AL

AIT - 89A, 89B, 89D, 94A, 94H, 94K, 94P, 94T, 94Y

BNCOC/ANCOC - 89B, 89D, 94H, 94K, 94M, 94T

WOBC/WOAC - 890A, 948B, 948D

OFF - 89E

EA, MD

AIT - 63B, 63D, 63H

Eustis, VA

AIT - 88N

BNCOC/ANCOC - 88H, 88K, 88L, 88M, 88N

WOBC/WOAC - 882A

BOLC - 88A

EN - 21 AIT; 21 NCO

44B Metal Worker

44E Machinist

45B Small Arms/Arty Repair

45G Fire Control Repair

45K Armament Repair

52C Utilities Repair

52D Power Generation Repair

63B Wheeled Veh Mech

63D SP Artillery Sys Mech

63H Tracked Vehicle Repair

63J QM&Chem Equip Repair

88H Cargo Spec

88K Water Craft Operator

88L Watercraft Engineer

88M Motor Transport Operator

88N Trans Mgmt Coordinator

89A Ammo Stk Contr and Acct

89B Ammo Specialist

89D EOD Specialist

94A Missile Sys Repairer

94H TMDE Maint Spec

94K Apache Atk Helo Repair

94P MLRS Repair

94T Avenger Sys Repair

94Y IFTE Operator & Maintainer

WO - 8

882A Mobility Tech

890A Ammunition Tech

913A Armt Systems Tech

914A Allied Trades Tech

915A Auto Maint Tech



BRAC MOVEMENT OF CIVILIANS

***TRADOC* Centers of
Excellence**



TRADOC REORGANIZATION

TODAY FY 07

Centers and Schools (13)

Field Artillery
Center

Air Defense Artillery
Center

Armor Center

Infantry Center

Maneuver Support
Center

Ordnance
Center

Soldier Spt Institute (AG &
Finance)

Transportation
Center

Quartermaster
Center

Aviation Center

Intelligence Center

Signal Center

USA Training
Center

FUTURE FY 08-11

Centers of Excellence (8)

Fires CoE

**Maneuver
CoE**

**Maneuver Support
CoE**

(Chemical / Engineer / MP)

**Sustainment
CoE**

**Aviation
CoE**

**Intelligence
CoE**

Signal CoE

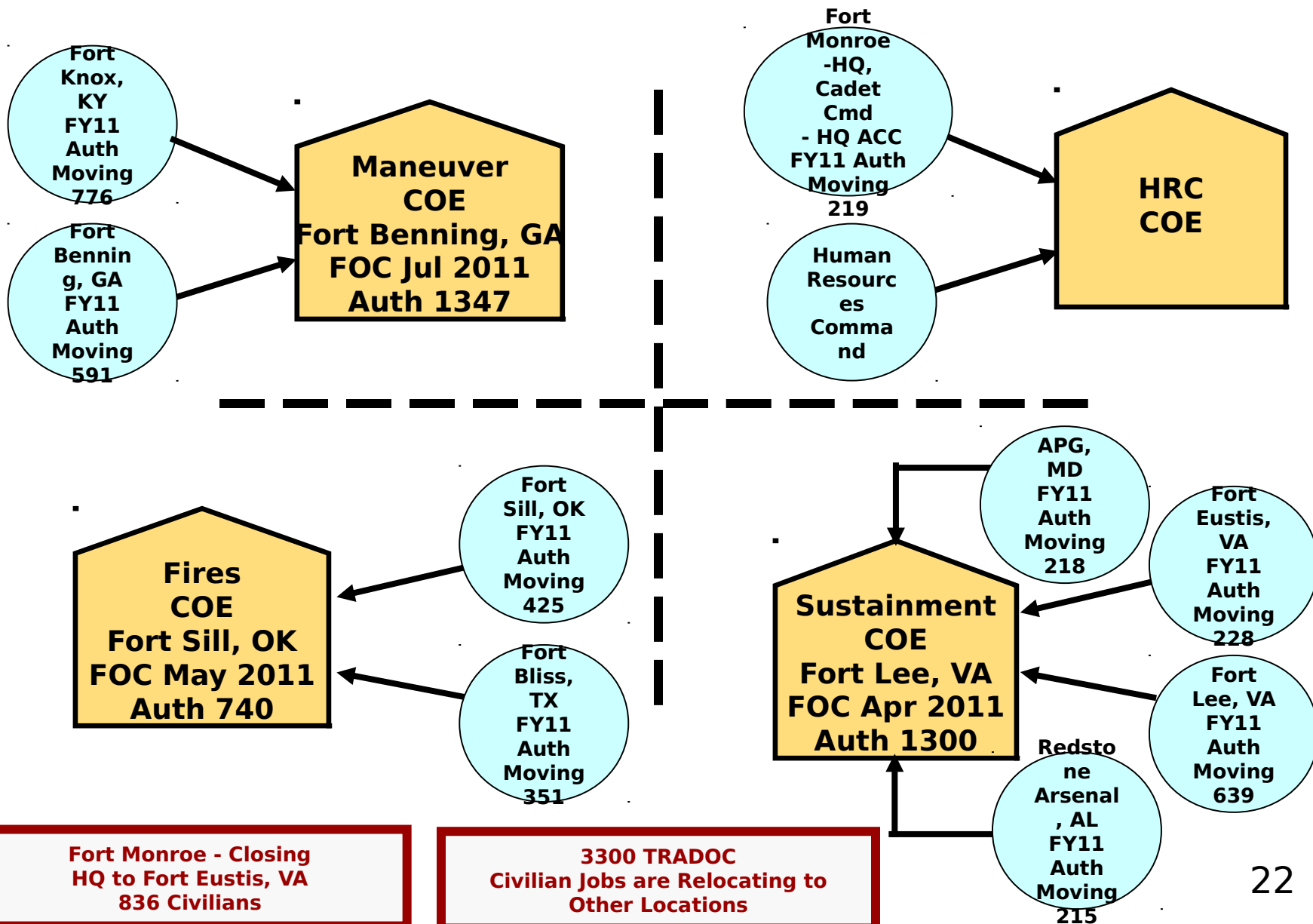
**Basic Combat Training
CoE**

Does not include the
following Centers:

Human Resources,
Joint Culinary Tng, and
Joint Religious Tng &
Educ



TRADOC BRAC - CENTERS OF EXCELLENCE (COE)





COMMANDERS' CONCERNS

- **Taking care of civilian employees**
- **Sustaining the mission**
- **Avoid perception that any group of employees is disadvantaged**



EMPLOYEE TRANSITION PROCESSES

- **Transfer of Function**
- **Transfer of Work**
- **TRADOC Volunteer Process**



VOLUNTEER PROCESS

- **Current, permanent employees realigning into the Center of Excellence will be allowed to volunteer for the new positions in the Centers of Excellence.**
- **All employees who volunteer to realign will be guaranteed a job at their same grade level or equivalent.**
- **Employees may volunteer for unlimited number of positions at their same grade level or equivalent. All “Direct Matches” will be made first**
- **Employees will be provided a timeframe for movement of the positions.**
- **Employees who volunteer will provide a resume.**



VOLUNTEER PROCESS (cont'd)

- **All employees at the impacted Schools/Centers compete equally**
- **Employees must be fully qualified:**
 - **IAW OPM qualifications standards**
 - **Meet medical/physical and/or special requirements**
- **If more than one volunteer qualifies for a Direct Match, SCD for leave will determine placement**
- **If multiple volunteers qualify for a non Direct Match,
a panel comprised of HR representatives and SMEs from the realigning Schools/Centers will determine placement**

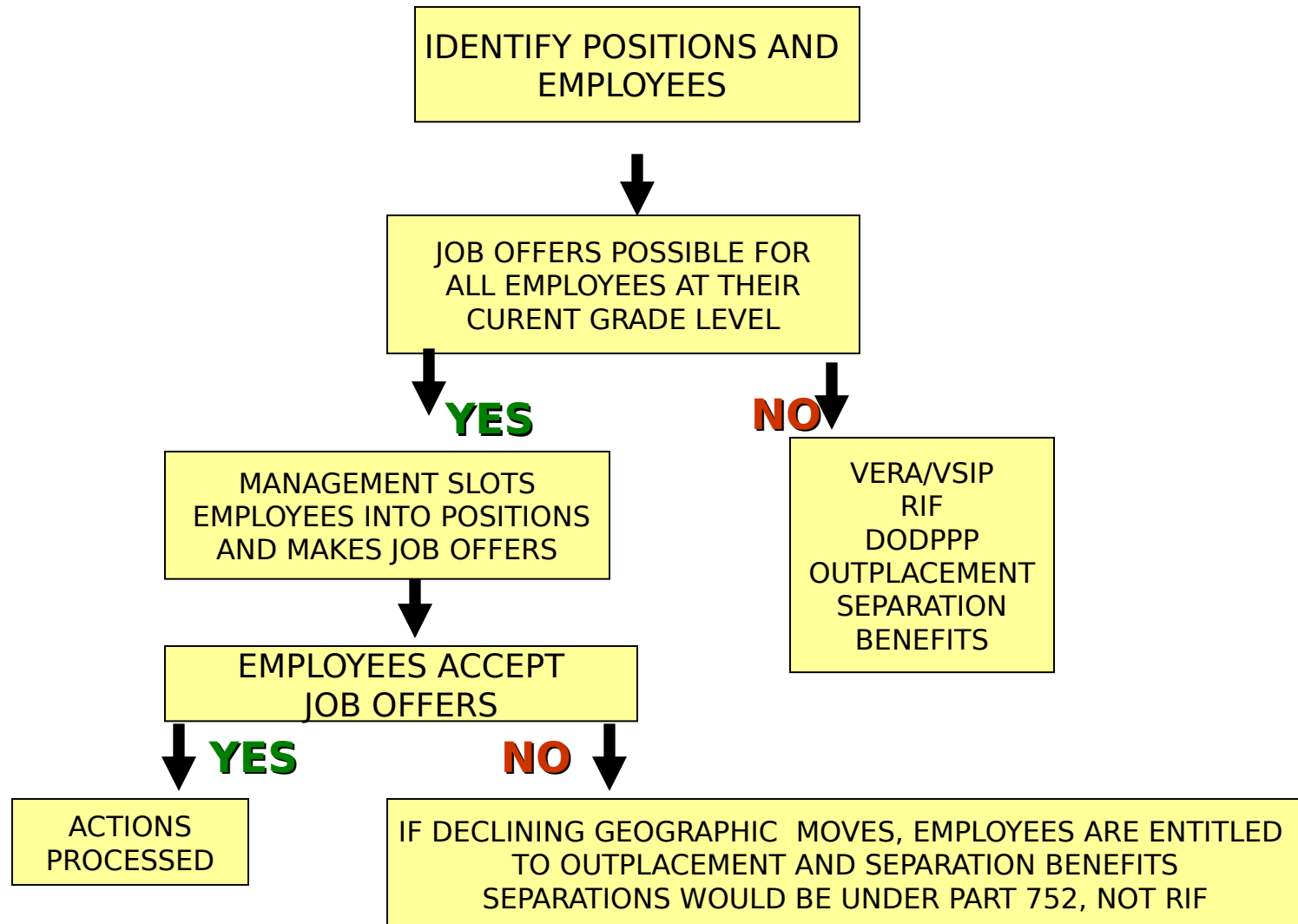


BOTTOM LINE

- **Voluntary process is:**
 - **Most flexible**
 - **Employees receive same protection**
 - **Critical skills move to Center of Excellence**
 - **Management participates in process (Determines appropriate job offers to those who are not offered a “Direct Match” position)**
- **Agreement from**
 - **Maneuver (Benning, Knox)**
 - **Fires (Bliss, Sill)**
 - **Sustainment (Lee, Eustis, APG, RSA)**
 - **TRADOC DCG**
 - **Use similar process throughout TRADOC**



TRANSFER OF FUNCTION/WORK/VOLUNTEER





MANAGEMENT FLEXIBILITIES

- **Management Directed Reassignment**
 - **Employee directed to Center of Excellence (COE), if critical skills needed**
- **In Lieu of RIF Offer**
 - **Reassignments to COE (includes outside of commuting area)**
- **Voluntary Early Retirement Authority (VERA)**
- **Voluntary Separation Incentive pay (VSIP)**



VOLUNTARY SEPARATION INCENTIVE PAY (VSIP)

- **Lump sum payments to encourage permanent employees to voluntarily resign or retire.**
 - **Help avoid reductions-in-force or minimize involuntary separations due to reduction-in-force (RIF), base closure, transfer of function, reorganization or to restructure.**
- **Management tool, not employee entitlement.**
- **Buyout amount = \$25,000 maximum.**
- **Employees can resign or opt for early/optional retirement.**
- **Voluntary Early Retirement Authority can be used with or without VSIP.**
- **VSIP **WILL NOT** be offered if there is a placement offer at the gaining installation at the same grade level.**
- **VSIP may be offered if an employee volunteers to separate in order to save another employee from separation.**
- **VSIP may be offered if there is no placement at a comparable grade level.**



REDUCTION IN FORCE (RIF)

- **Employees will participate in RIF at their current location who:**
 - **have not voluntarily separated**
 - **have not declined a management directed reassignment**
 - **are not scheduled to move**
 - **have not been placed in another job**
 - **have not accepted, and subsequently declined a position in the COE**



Permanent Change of Station (PCS)

Benefits and Entitlements

All relocating employees will receive appropriate Permanent Change of Station (PCS) benefits and entitlement

- **Movement of Household Goods**
- **Travel to New Duty Station**
- **Dependent Travel**
- **Miscellaneous Expense Allowance**
- **Defense National Relocation Program *or* Real Estate Expense**
- **Discretionary Benefits - TRADOC encourages payment**
 - **Temporary Quarters and Subsistence Expenses**
 - **House Hunting Trip (HHT)**



BENEFITS AND ENTITLEMENTS

(when leaving Federal Service)

- **Discontinued Service Retirement**
- **Severance Pay**
- **Unemployment Compensation**
- **Continued Health Insurance**
- **Lump sum payment of annual leave**
- **Leave pending retirement (to gain eligibility)**
- **May be offered VSIP/VERA**



What to do Now

- **Job Announcements**
 - All permanent job announcements in activities scheduled to relocate should include information on relocation
- **Recruitment Decisions**
 - Determine duty location
 - Determine whether to fill positions as Temporary, Term or Permanent
- **Mobility Agreements**
 - HQ DA G-1 BRAC authorized TRADOC to use mobility agreements, on case by case basis, for vacant positions affected by BRAC



Flexibilities

- **Retention Incentive**
 - May be used if an employee would be likely to leave Federal service to retain skills or unusual qualifications
- **Relocation Incentive**
 - May be used to encourage highly skilled employees to move to new location
- **Temporary Change of Station**
 - 6-30 months to new location and return to resign/retire when time ends
- **VSIP**
 - Offer in phased execution through COE stand up
 - May be offered, based on restructure in current organization, prior to BRAC reorganization
- **Delayed Permanent Change of Station**
- **Virtual** - Allow employees to remain at losing site until skills no longer needed
- **TDY** - employees sent to gaining activity for short duration



TRANSITION ASSISTANCE (when not relocating)

- **Priority Placement Program**
- **Reemployment Priority Program**
- **Interagency Career Transition Assistance Program**
- **Mandatory Placement into other TRADOC vacancies**
- **Job Swap Program**
- **Voluntary RIF**
- **Relocation services**
- **Retraining Programs**

An aerial photograph of a city area, likely Memphis, Tennessee, showing a grid of streets and various buildings. A semi-transparent blue overlay covers the entire image. The text "PANEL Q & A" is prominently displayed in the upper center in a large, red, outlined font. In the background, street names like "Byrd Ave." and "River Ave." are visible in a light blue font.

PANEL Q & A



QUESTIONS / CONCERNS



EMAIL

BRAC Transition Assistance for DOD Civilian Employees

<http://www.cpms.osd.mil/bractransition>

askthechief@apg.armymil

eOrdnanceU Forum

<http://ordnanceu.army.mil>



QUESTIONS / CONCERNS



WEBSITES

Links are:

www.ci.hopewell.va.us

www.colonial-heights.com

www.petersburg-va.org

www.co.chesterfield.va.us

www.dinwiddieva.us

www.princegeorgeva.org

For the military the employment links are:

www.usajobs.opm.gov and

www.cpol.army.mil

OC&S TOWN HALL MEETING

CLOSING THOUGHTS

BRAC UPDATE
2007



BG REBECCA HALSTEAD
Chief of Ordnance



BRAC - T I M E L I N E

FY 06	FY07	FY08	FY09	FY10	FY11
<ul style="list-style-type: none"> • BRAC announces OC&S move 	<ul style="list-style-type: none"> • Conducted Charrettes • RFPs RTA • Begin building SCOE HQs & ALU 	<p>Construction:</p> <ul style="list-style-type: none"> • 3 Barracks • DFAC • 1 BDE HQ • 1 BN HQ • TSED • 6 Bldgs Central Campus 	<p>MOVE:</p> <ul style="list-style-type: none"> • OC&S 61ST OD BDE • 16th OD BN Trng APG • RFPs RTA for remaining facilities 	<p>Construction:</p> <ul style="list-style-type: none"> • Barracks • 1 BN HQ • Munitions/ EOD Dept • Remaining Central Campus • FAPH 	<p>MOVE:</p> <p>APG-EA</p> <ul style="list-style-type: none"> • 59th OD Bde • 832d OD BN • OMEMS • WTAD

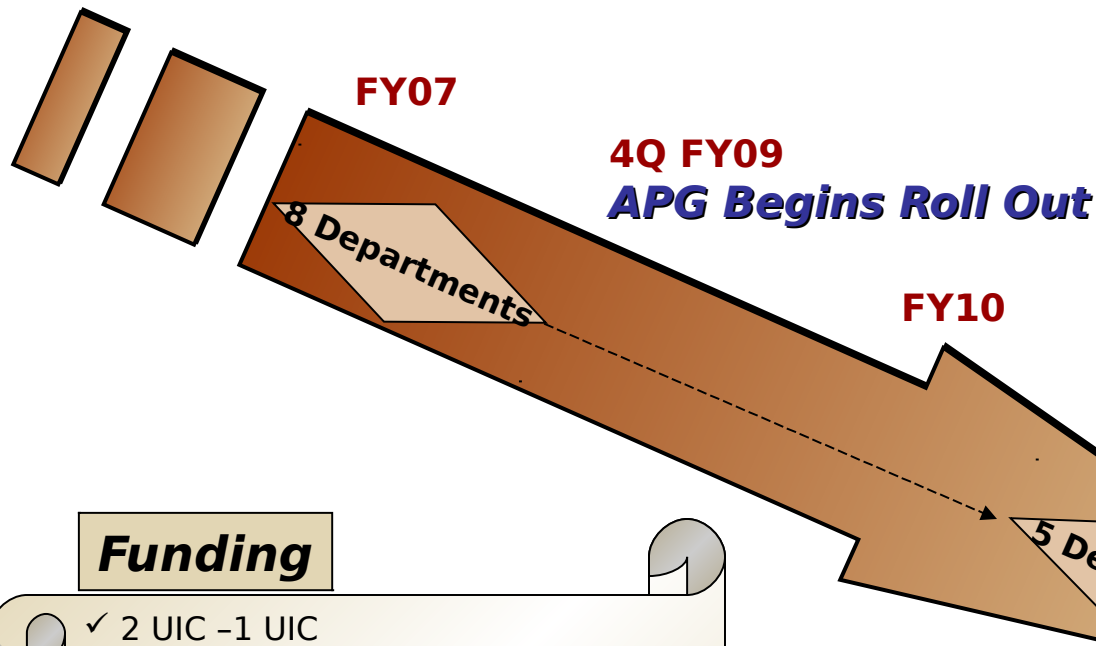


THOUGHTS TO LEAVE YOU WITH...



- ✓ We are still a nation and Army at war.
- ✓ We are still transforming and growing the Army.
- ✓ We will continue to execute our mission of training over 5000 soldiers a day... train the Load!
- ✓ We will take care of all our people and families... be responsive, flexible, and innovative.
- ✓ We will minimize disruption/double moves... BRAC is a DOD mission... team effort . . . **TEAM SUCCESS!**
- ✓ The chain of command will keep you informed.

OC&S STRATEGY



Courses

- ✓ **FY09** APG Total Student Load = 11
- ✓ 85 courses to move
- ✓ 44 Moving by module
- ✓ 41 Moving by Course
- ✓ Moves occur FY09 thru FY11
- ✓ Minimize Split Ops
- ✓ Shared Equipment
- ✓ Shared Instructors
- ✓ GTA-Increased Student Load

Funding

- ✓ 2 UIC -1 UIC
- ✓ **FY 09** APG Move Funded
- ✓ **FY 11** Edgewood Move Funded
- ✓ **FY 11** RSA Move UFR
- ✓ Contract Instructors Requirement (GTA/Split Ops)
- ✓ PCS Moves
- ✓ Training New Instructors
- ✓ Full Pack & Move VS. Instructor self move

C2

- ✓ APG (North) FY09
- ✓ Edgewood FY11
- ✓ RSA FY11
- ✓ Split Ops

